

**FEATURING BEST PRACTICES  
OF STATE AGENCIES AND INSTITUTIONS OF THE  
COMMONWEALTH OF VIRGINIA**

**Occupational Health and Safety  
Model Safety Program**

**Department of Corrections  
implemented this best practice  
in January 1996**

*Qualifying under the  
Best Practices catalogue*

5 Other

**Best Practice Summary  
(how it works, how you measure it)**

Lunenburg Correctional Center (LCC) has developed a safety program that has been labeled a “model” program by Mike Williford, Department of Corrections Risk Manager. Success of this program is based on the strong support and active participation of the Warden and key staff. This support and involvement encourages greater support and involvement from the rank and file employees. This trickle down impact has created a steady flow of information about potential safety hazards and ideas for preventive actions. A strong Safety Committee allows representation of all staff with direct access to management. LCC’s Safety Program has enhanced safety by developing training to include Back Safety, Slip Trip Fall Training, Spill Prevention, Control and Counter Measure Training and Safer Vehicle Operations. In November 1998, LCC began a Zero Accident initiative with expectations of drastically reducing or eliminating workplace accidents. Under the direction of DOC’s Risk Manager/Safety Engineer, LCC is seeking OSHA’s STAR program status. This is a prestigious designation given by OSHA to large organizations, which regularly achieve excellence in safety management.

Additionally, LCC has committed to seeking the Department of Labor and Industry's Virginia Voluntary Protection Program designation, which is a prestigious certification of an exemplary safety and health program.

## **Impact on the Process Organizational Performance (OUTCOMES)**

LCC reduced its Employee First Report of Accidents by 64% in the past two years. Staff morale has improved due to fewer staff being injured and fewer lost workdays improving department staffing, and as evidenced by reduced staff turnover.

## **Best Practice Qualification**

Lunenburg is the only prison in the Department of Corrections, which in the judgment of the DOC Risk Manager/Safety Engineer, is ready for OSHA's Star program certification. The 4<sup>th</sup> Quarter FY1999 Incidence/Loss Data report of July 1999 reflects, that as compared to the other four Medium Security Dormitory (MSD) style institutions, LCC's Workers' Compensation wage reimbursement was \$20,173. This is half the amount reimbursed by the second best MSD and 83% less than the MSD with the greatest amount reimbursed. Only two major institutions reimbursed fewer dollars, both averaging 35% fewer employees. Further, Lunenburg is an innovator and leader in safety management practices as evidenced by the prototype bulk chemical dispensing system developed recently and by the aggressive and creative training program which has been developed.

## **For Additional Information**

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